

Charter for the National Council on Federal Labor-Management Relations

The purpose of the Council is to involve employees and their union representatives at all levels of the federal government in identifying problems and developing solutions that foster a more productive and cost effective service to the taxpayer through improving job satisfaction and working conditions for all federal employees and managers.

1. Committee's Official Designation (Title). The National Council on Federal Labor-Management Relations (Council).

2. Authority. Executive Order 13522, Creating Labor-Management Forums to Improve Delivery of Government Services, dated December 9, 2009. The Council was continued by the President until September 30, 2013, by Executive Order 13591, Continuance of Certain Federal Advisory Committees, dated November 23, 2011. This Council is renewed in accordance with the provisions of the Federal Advisory Committee Act (FACA), as amended, 5 U.S.C. App. 2.

3. Objectives and Scope of Activities. The purposes of the Council are to advise the President on matters involving labor-management relations in the executive branch and to provide leadership throughout the federal government to foster, manage, and sustain cooperative and productive relationships between federal managers and federal labor leaders.

4. Description of Duties. The Council shall advise the President on matters involving labor-management relations in the executive branch. To the extent permitted by law, its activities shall include the following:

- a) supporting the creation of department- or agency-level labor-management forums and promoting partnership efforts between labor and management in the executive branch;
- b) developing suggested measurements and metrics for the evaluation of the effectiveness of the Council and department or agency labor-management forums in order to promote consistent, appropriate, and administratively efficient measurement and evaluation processes across departments and agencies;
- c) collecting and disseminating information about, and providing guidance on, labor-management relations improvement efforts in the executive branch, including results achieved;
- d) utilizing the expertise of individuals both within and outside the Federal Government to foster successful labor-management relations, including through training of department and agency personnel in methods of dispute resolution and cooperative methods of labor-management relations;
- e) developing recommendations for innovative ways to improve delivery of services and products to the public while cutting costs and advancing employee interests;
- f) serving as a venue for addressing systemic failures of department- or agency-level forums established pursuant to section 3 of this order; and

- g) providing recommendations to the President for the implementation of several pilot programs within the executive branch, described in section 4 of this order, for bargaining over subjects set forth in 5 U.S.C. 7106(b)(1).

5. Agency or Official to Whom the Committee Reports. The Council shall report to the President through the Director of the Office of Personnel Management (OPM). Otherwise, the President delegates his responsibilities under Sections 6(a) and (b) to the Director, OPM.

6. Support. OPM is responsible for providing administrative services and support to the Council.

7. Estimated Annual Operating Costs and Staff Years. In addition to actual staff time devoted to technical discussions at the meetings, the operating costs of the Council vary depending upon the number of meetings held during the year and the level of work involved in preparing discussion materials. The estimated annual operating expenses of the Council are \$260,000. These expenses include one and a half professional staff FTEs and funds to cover expenses for preparing and printing discussion materials and administrative costs for filing the charter, preparing Federal Register notices, preparing minutes of the meetings, etc.

8. Designated Federal Officer. The Director of OPM will appoint a full-time or permanent part-time employee to serve as the DFO of the Council. The DFO will approve or call all of the advisory committee and subcommittee meetings, prepare and approve all meeting agendas, attend all committee and subcommittee meetings, adjourn any meeting when the DFO determines adjournment to be in the public interest, and chair meetings when directed to do so by the official to whom the advisory committee reports.

9. Estimated Number and Frequency of Meetings. It is estimated that the Council will meet quarterly, but may meet more frequently by direction of the Co-Chairs of the Council with the approval of the DFO.

10. Duration. The Council will have a continuing role in federal labor management relations.

11. Termination. The Council was continued by the President until September 30, 2013, by Executive Order 13591, Continuance of Certain Federal Advisory Committees, dated November 23, 2011.

12. Membership and Designation. EO 13522 specifies that the Council have 17 members who are federal agency heads, union leaders and federal association representatives specifically listed in the EO or appointed by the President in subsequent actions. The Council will be composed of a combination of Special Government Employees, Regular Government Employees, and Representative members.


13. Subcommittees. Co-Chairs of the Council are responsible for directing work of the Council, including the creation of sub-committees necessary to carry out the Council's mandate. Such sub-committees report to the Co-Chairs of the Council.

14. Recordkeeping. The records of the Council, formally and informally established subcommittees, or other subgroups of the committee, shall be handled in accordance with General Records Schedule 26, Item 2 or other approved agency records disposition schedule. These records shall be available for public inspection and copying, subject to applicable exemptions of the Freedom of Information Act, 5 U.S.C. 552.

15. Filing Date:

FEB 23 2012

Approved:



John Berry
Director, U.S. Office of Personnel Management

FEB 2 2012

Date